



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0111

February 12, 1998



MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Consideration of Others Program

The Consideration of Others Program will be implemented throughout the Army as a mechanism for promoting and strengthening a climate of dignity and respect for others. In his November 12, 1997, message, the Chief of Staff of the Army tasked EO Advisors with responsibility for assisting their commanders in developing and monitoring the conduct of the program.

We are aware that some commands have engaged the support of the Equal Employment Opportunity (EEO) staff to enhance the effectiveness of the program. We fully support your initiative to involve the EEO staff in accomplishing the mission. The roles and responsibilities of EEO personnel in the program, however, must be clearly defined within your command.

You must ensure close coordination between EO and EEO assets to ensure quality delivery of the training. EEO Officers and EO Advisors need to work together to support this initiative by ensuring that they are connected and prepared to conduct the training. EEO Officers should modify existing training materials, as required, if the civilian population is going to receive the training. Every effort should be made to seek out personnel with appropriate facilitation skills to help train staff to accomplish the training requirement.

While we realize that this program will place additional demands on your staff, we believe that the net result will be a more productive, motivated work force.

Jayson L. Spiegel
Acting Assistant Secretary of the Army
(Manpower and Reserve Affairs)